

ANA LIFFEY DRUG PROJECT

PERSON SPECIFICATION: Project Worker (MIDLANDS REGION)

This person specification sets out the various criteria which are essential or desirable for the post and by which we will assess your application.

1. EXPERIENCE

- 1.1 A minimum of two year's experience of working and/or training in the area of addiction. [Essential]
- 1.2 Experience of administration including record keeping. [Essential]
- 1.3 Experience of working in liaison with other agencies within both the voluntary and statutory sectors. [Desirable]
- 1.4 Experience of working as part of a team within a 'low threshold – harm reduction' drug agency. [Desirable]
- 1.5 Experience of case management / care planning process and implementation [Desirable]

2. QUALIFICATIONS

- 2.1 A relevant third level qualification [Essential]
- 2.2 A qualification in Addiction Studies [Desirable]
- 2.3 A full driving licence [Desirable]

3. KNOWLEDGE

- 3.1 Has an understanding of why people use drugs and the needs that drug users may present with.
- 3.2 Demonstrates an understanding of the principles of harm reduction and the issues associated with providing services in low threshold, open access and outreach environments.
- 3.3 Understands key working, case management, crisis intervention and brief intervention work (*e.g. Motivational Interviewing, Relapse Prevention, Solution Focused Brief Interventions, CRA, CRAFT.*)
- 3.4 Understands the impact of marginalisation and social exclusion on individuals and communities.

3.5 Demonstrates knowledge of Equal Status and Health and Safety legislation, and the implications of both within the working environment.

3.6 Demonstrates knowledge of child protection legislation.

4. SKILLS AND ABILITIES

4.1 Strong communication and inter-personal skills at all levels.

4.2 Ability to be clear and explicit about professional boundaries

4.3 Proven organisational skills with the ability to prioritise needs and objectives.

4.4 Ability to establish and develop effective Key Working and Case Management relationships with clients

4.5 Ability to facilitate case conferences and groups.

4.6 Ability to establish and utilise external networks effectively

4.7 Ability to advocate effectively on behalf of service users as required

4.8 Ability to use initiative; apply sound decision making skills, and to make assessments of the needs of service users.

4.9 Ability to act calmly in emergencies and respond in a professional manner to challenging and stressful situations

4.10 Ability to work within Ana Liffey structures.

5. ATTITUDE

5.1 Enthusiastic and committed to providing high standards of services for people who use the Ana Liffey.

5.2 Commitment to working within the principles of 'low threshold – harm reduction' in accordance with the ethos of the Ana Liffey.

5.3 A team player committed to consultative ways of working.

5.4 Friendly, approachable and flexible, with a "can do" approach to working.

5.5 Commitment to participate in supervision and in training and development.

5.6 Commitment to working within an environment which promotes Equal Status and has regard for the Health and Safety of others.

5.7 Holistic and empowering approach to working with service users.

5.8 Open to feedback from service users

5.9 Open to feedback from colleagues and management

6. CONTRACTUAL

6.1 To work off site as necessary (within Ana Liffey's guidelines).

6.2 To work anti-social hours as required.

6.3 To be a named key holder for the project.